

## Alternative Trade Adjustment Assistance (ATAA) Program Benefits

Alternative Trade Adjustment Assistance (ATAA) program benefits are provided as an alternative to the benefits offered under the regular TAA program. Participation in ATAA allows older workers, for whom retraining may not be appropriate, to accept reemployment at a lower wage and receive a wage subsidy. Certified workers who apply for ATAA may be eligible for the following:

**1. Rapid Response Assistance** - provided by the Dislocated Worker Unit in the state where workers are laid off. Rapid Response assistance is provided to every group of workers on whose behalf a petition is filed. Rapid Response staff will make employees aware of the different services available to workers after a layoff is announced, and if provided before a petition is filed, Rapid Response will include information on the process of petitioning for certification under the TAA and ATAA programs.

**2. Reemployment Services** - offer workers assistance in finding a new job. Workers who wish to qualify for benefits under the ATAA program may be able to quickly return to employment through a combination of these services. To ensure workers are referred to appropriate job openings and placed in jobs that utilize their highest skills, the following services are generally provided through One-Stop Career Centers:

- Employment counseling
- Resume writing and Interviewing skills
- Career assessment
- Job development
- Job search programs
- Job referrals

**3. Relocation Allowances** - may reimburse approved expenses when certified workers must move to a new area of employment outside their normal commuting area. Relocation allowances may include:

- 90% of the reasonable and necessary

expenses of moving workers who have secured employment outside of their normal commuting area, their families and their household goods. The amount will be reduced if the worker is entitled to reimbursement from other sources.

- A lump sum payment equal to three times the worker's average weekly wage (but no more than \$1,250) to help them get settled.

### Important Deadlines:

- Requests for relocation allowances must be submitted before the relocation begins. Applications may be submitted prior to certification, but will only be approved if the worker group is certified.
- An application for a relocation allowance must be submitted before the 425th day after the layoff or certification, whichever is later.

**4. Wage Subsidy** - Eligible workers age 50 or older who obtain new, full-time employment at wages of less than \$50,000 within 26 weeks of their separation may receive a wage subsidy of 50% of the difference between the old and new wages, up to \$10,000 paid over a period of up to two years.

### Note:

- A worker receiving a wage subsidy under the ATAA program may not receive benefits under the TAA program.

### Important Deadline:

- To qualify for ATAA a worker must obtain qualifying reemployment within 26 weeks of layoff. This remains true even if the certification is not issued until after the 26 weeks have passed.

**5. Health Coverage Tax Credit (HCTC)** Workers who are receiving the wage subsidy under the ATAA program may be eligible to receive tax credits for 65% of the monthly health insurance premium they pay. Qualifying insurance coverage includes COBRA, state COBRA, continuing individual coverage or other state-qualified plans. For detailed information on HCTC, and a list of state-qualified health plans, visit the Internal Revenue Service website.

## Appeal Rights for Services and Benefits

All TAA and ATAA services and benefits have different deadlines and individual eligibility criteria. Certified workers must meet the criteria under each benefit to receive that benefit. If certified workers are dissatisfied with the determinations of their individual applications for reemployment services or benefits, they have the same appeal rights as those provided under state UI law. The determination notice that certified workers receive after filing their applications for each benefit will explain their appeal rights and time limits for filing appeals.

## Other Training Opportunities and Reemployment Services

Workers who do not qualify for TAA reemployment services and benefits may be eligible for services under the WIA Dislocated Worker program ([www.doleta.gov/layoff](http://www.doleta.gov/layoff)), or other programs which may be accessible through a local One-Stop Career Center. Workers can find the One-Stop Career Center closest to them by calling 1-877-US2-JOBS toll free, 1-877-889-5627 (TTY), or by using America's Service Locator ([www.servicelocator.org](http://www.servicelocator.org)). Tennessee Department of Labor and Workforce Development website ([www.tennessee.gov/labor-wfd/](http://www.tennessee.gov/labor-wfd/)).

This leaflet is not designed to cover all aspects of our dislocated worker services. The statements provided are for general information only and are not to be construed as law or regulation. For any additional information, please contact: Tennessee Department of Labor and Workforce Development, Employment and Training Division, Dislocated Worker Unit/Rapid Response Services at 500 James Robertson Parkway, Nashville, Tennessee 37245. Phones: 615-741-1031. Toll-Free Hotline: 1-800-255-5872. TDD Line (Hearing Impaired) 615-532-2879. Fax 615-741-3003.



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## Trade Adjustment Assistance (TAA) and Alternative Trade Adjustment Assistance (ATAA) Service and Benefits

Trade Adjustment Assistance (TAA) and Alternative Trade Adjustment Assistance (ATAA) help trade-affected workers who have lost their jobs as a result of increased imports or shifts in production out of the United States. Certified individuals may be eligible to receive one or more program benefits and services, depending on what is needed, to return them to employment.

## Accessing TAA and ATAA Services and Benefits

To obtain TAA or ATAA services and benefits, a group of workers must first file a petition with the U.S. Department of Labor's Division of Trade Adjustment Assistance (DTAA) requesting certification as workers adversely affected by foreign trade. If certified, each worker in the group may then apply separately for individual services and benefits through their local One-Stop Career Center. Workers age 50 and older who are certified as eligible to apply for both TAA and ATAA may choose whether to participate in the TAA program or the ATAA program, but may not participate in both.

## TAA Program Services and Benefits

TA program benefits and services are provided to help eligible workers get back to work. Certified workers who apply for TAA Services and benefits may be eligible for the following:

**1. Rapid Response Assistance** - provided by the Dislocated Worker Unit in the state where workers are laid off. Rapid Response assistance is provided to every group of workers on whose behalf a petition is filed. Rapid Response staff will make employees aware of the different services available to workers after a layoff is announced, and if provided before a petition is filed, Rapid Response

will include information on the process of petitioning for certification under TAA and ATAA programs.

**2. Reemployment Services** - offers workers assistance in finding a new job. Many TAA-eligible workers will be able to return to employment through a combination of these services. For individuals who require retraining, these services will help identify appropriate training programs, and help them obtain reemployment at the conclusion of the training program. To ensure workers are referred to appropriate job openings and placed in jobs that utilize their highest skills, the following services are generally provided through One-Stop Career Centers:

- Employment counseling
- Resume writing and Interviewing skills
- Job development
- Job search programs
- Job referrals

**3. Job Search Allowances** - may be payable to cover expenses incurred in seeking employment outside a certified worker's normal commuting area, if a suitable job is not available in the area. Job search allowances reimburse 90% of the total costs of allowable travel and subsistence, up to a total of \$1,250.

**Important Deadlines:**

- An application for a job search allowance must be submitted before a job search begins. Applications may be submitted prior to certification, but will only be approved if the worker group is certified.
- An application for a job search allowance must be submitted before the 365th day after the lay off or certification, whichever is later, or 182 days after the conclusion of training.

**4. Relocation Allowances** - may reimburse approved expenses when certified workers must move to a new area of employment outside their normal commuting area. Relocation allowances may include:

- 90% of the reasonable and necessary expenses of moving workers who have secured

employment outside of their normal commuting area, their families and their household goods. The amount will be reduced if the worker is entitled to reimbursement from other sources.

- A lump sum payment equal to three times the worker's average weekly wage (but no more than \$1,250) to help them get settled.

**Important Deadlines:**

- Requests for relocation allowances must be submitted before the relocation begins. Applications may be submitted prior to certification, but will only be approved if the worker group is certified.
- An application for a relocation allowance must be submitted before the 425th day after the layoff or certification, whichever is later, or 182 days after the conclusion of training.

**5. Training** - is provided to certified workers who do not have the skills to secure suitable employment in the existing labor market. Training is targeted to a specific occupation and provided to help certified workers secure employment at a skill level similar to or higher than their layoff employment, and sustain that employment at the best wage available. Based on the individual's existing skills and labor market conditions, training will be of the shortest duration necessary to return the individual to employment, with a maximum duration of 104 weeks. Individuals who require remedial education in order to complete occupational training may be eligible for an additional 26 weeks of training.

Allowable types of training include: 1) classroom training; 2) on-the-job training; 3) customized training designed to meet the needs of a specific employer or group of employers; 4) basic or remedial education, which may include training in literacy or English as a second language.

Workers eligible for cash benefits under the U.S. Department of Agriculture's TAA for Farmers and Fishermen program are eligible for training under this program. For detailed information on TAA for Farmers and Fishermen visit the USDA website.

In order for an individual to receive training, six approval criteria must be met.

1. There is no suitable employment available for the worker.
2. The worker would benefit from appropriate training.
3. There is a reasonable expectation of employment following training.
4. Training must be reasonably available to the worker.
5. The worker is qualified to obtain and complete the training, including having adequate financial resources available to complete the training when income support is exhausted.
6. The training is suitable and available at a reasonable cost.

**6. Income Support - Trade Readjustment Allowances (TRA)** - are available to provide income support to individuals while they are participating in full time training. Under certain circumstances TRA is also available to certified workers for whom training is not feasible or appropriate. TRA benefits are defined in two (2) categories: Basic TRA and additional TRA

- Each category has it own set of eligibility requirements.

- Basic TRA is payable if the worker is enrolled or participating in TAA training, has completed such training, or has obtained a waiver of such training requirement.
- Additional TRA is payable only if the worker is participating in TAA approved training.

In general, certified workers may be eligible for 104 weeks of income support, usually broken out as follows:

- Normally 26 weeks of state unemployment insurance (UI) compensation
- Followed by 26 weeks of basic TRA, and
- Up to 52 weeks of additional TRA to assist the worker in completing a TAA training program.

**Exception:** Certified workers who must undergo remedial education as a part of his/her training plan may be eligible for up to 26 additional weeks of additional TRA for any weeks the individual must undergo remedial education. The worker is eligible for one week

of these 26 weeks for each week that the worker's participation in remedial education extends their training program.

**Important Deadlines:**

- Within 8 weeks of certification or 16 weeks of the most recent qualifying separation workers must be enrolled in approved training, or have a valid waiver, to receive TRA.
- In order to qualify for additional TRA, an individual must have submitted a bona fide application for training within 210 days of their layoff or of the certification whichever is later.

**7. Training Waivers Under TAA** - Under certain circumstances, eligible workers may be waived from participating in training and still receive Basic TRA. One of the following conditions must exist for training to be determined not feasible or appropriate and thus, waived:

- Worker will be recalled reasonably soon;
- The worker has marketable skills for suitable employment and a reasonable expectation of employment in the foreseeable future;
- The worker is within two years of eligibility for pension or social security;
- The worker is unable to participate in or complete training due to the health of the worker;
- Immediate enrollment is not available; or
- No training program is available.

**Notes:**

- Waivers are reviewed every 30 days.
- Additional TRA is not payable during waiver status (the worker must be in training).

**8. Health Coverage Tax Credit (HCTC)** Workers who are eligible to receive income support under the TAA program may be eligible to receive tax credits for 65% of the monthly health insurance premium they pay. Qualifying insurance coverage includes COBRA, state COBRA, continuing individual coverage or other state-qualified plans. For detailed information on HCTC, and a list of state-qualified health plans, visit the Internal Revenue Service website.